

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2573
Revision No.: 19
Date of Last Revision: 05/28/2002

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike
Ohio Counties of Monroe, Morgan, Noble, Washington
West Virginia - All Counties except : Berkeley, Jefferson

Note: West Virginia include all counties except Berkeley and Jefferson counties.

**** Fringe Benefits Required Follow the Occupational Listing ****

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	8.21
01012	Accounting Clerk II	10.37
01013	Accounting Clerk III	18.04
01014	Accounting Clerk IV	20.19
01030	Court Reporter	16.96
01050	Dispatcher, Motor Vehicle	14.02
01060	Document Preparation Clerk	11.14
01070	Messenger (Courier)	7.53
01090	Duplicating Machine Operator	11.19
01110	Film/Tape Librarian	11.99
01115	General Clerk I	8.54
01116	General Clerk II	9.60
01117	General Clerk III	12.02
01118	General Clerk IV	13.50
01120	Housing Referral Assistant	14.85
01131	Key Entry Operator I	8.28
01132	Key Entry Operator II	12.18
01191	Order Clerk I	7.94
01192	Order Clerk II	9.53
01261	Personnel Assistant (Employment) I	10.98
01262	Personnel Assistant (Employment) II	12.32
01263	Personnel Assistant (Employment) III	15.43
01264	Personnel Assistant (Employment) IV	17.34
01270	Production Control Clerk	15.63
01290	Rental Clerk	11.99
01300	Scheduler, Maintenance	11.99
01311	Secretary I	11.99
01312	Secretary II	13.41

01313	Secretary III	14.63
01314	Secretary IV	16.51
01315	Secretary V	18.29
01320	Service Order Dispatcher	13.19
01341	Stenographer I	13.51
01342	Stenographer II	15.17
01400	Supply Technician	16.32
01420	Survey Worker (Interviewer)	13.41
01460	Switchboard Operator-Receptionist	7.71
01510	Test Examiner	13.41
01520	Test Proctor	13.41
01531	Travel Clerk I	9.86
01532	Travel Clerk II	10.98
01533	Travel Clerk III	11.72
01611	Word Processor I	10.61
01612	Word Processor II	11.91
01613	Word Processor III	13.32
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	9.20
03041	Computer Operator I	10.32
03042	Computer Operator II	11.57
03043	Computer Operator III	12.87
03044	Computer Operator IV	14.30
03045	Computer Operator V	15.84
03071	Computer Programmer I (1)	14.22
03072	Computer Programmer II (1)	17.60
03073	Computer Programmer III (1)	21.49
03074	Computer Programmer IV (1)	26.05
03101	Computer Systems Analyst I (1)	20.39
03102	Computer Systems Analyst II (1)	24.66
03103	Computer Systems Analyst III (1)	26.66
03160	Peripheral Equipment Operator	10.69
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	15.24
05010	Automotive Glass Installer	14.02
05040	Automotive Worker	14.02
05070	Electrician, Automotive	14.52
05100	Mobile Equipment Servicer	12.99
05130	Motor Equipment Metal Mechanic	15.03
05160	Motor Equipment Metal Worker	14.02
05190	Motor Vehicle Mechanic	15.03
05220	Motor Vehicle Mechanic Helper	12.44
05250	Motor Vehicle Upholstery Worker	13.53
05280	Motor Vehicle Wrecker	14.02
05310	Painter, Automotive	14.52
05340	Radiator Repair Specialist	14.02
05370	Tire Repairer	12.55

05400	Transmission Repair Specialist	15.04
07000	Food Preparation and Service Occupations	
	Food Service Worker	7.16
07010	Baker	9.39
07041	Cook I	8.68
07042	Cook II	9.39
07070	Dishwasher	7.16
07130	Meat Cutter	10.41
07250	Waiter/Waitress	7.65
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	14.72
09040	Furniture Handler	11.58
09070	Furniture Refinisher	14.72
09100	Furniture Refinisher Helper	12.62
09110	Furniture Repairer, Minor	13.71
09130	Upholsterer	14.72
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	7.38
11060	Elevator Operator	7.99
11090	Gardener	8.75
11121	House Keeping Aid I	6.66
11122	House Keeping Aid II	7.16
11150	Janitor	8.01
11210	Laborer, Grounds Maintenance	7.71
11240	Maid or Houseman	6.66
11270	Pest Controller	10.42
11300	Refuse Collector	8.43
11330	Tractor Operator	8.82
11360	Window Cleaner	8.54
12000	Health Occupations	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	10.38
12072	Licensed Practical Nurse II	11.64
12073	Licensed Practical Nurse III	13.02
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	12.23
12160	Medical Record Clerk	10.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.42
12222	Nursing Assistant II	8.30
12223	Nursing Assistant III	9.06
12224	Nursing Assistant IV	10.17
12250	Pharmacy Technician	12.19

12280	Phlebotomist	11.90
12311	Registered Nurse I	15.34
12312	Registered Nurse II	18.80
12313	Registered Nurse II, Specialist	18.80
12314	Registered Nurse III	22.71
12315	Registered Nurse III, Anesthetist	22.71
12316	Registered Nurse IV	27.21
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	18.16
13011	Exhibits Specialist I	12.91
13012	Exhibits Specialist II	15.99
13013	Exhibits Specialist III	19.56
13041	Illustrator I	12.91
13042	Illustrator II	15.99
13043	Illustrator III	19.56
13047	Librarian	18.29
13050	Library Technician	13.41
13071	Photographer I	12.30
13072	Photographer II	13.71
13073	Photographer III	16.98
13074	Photographer IV	20.76
13075	Photographer V	25.11
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.06
15030	Counter Attendant	7.06
15040	Dry Cleaner	9.08
15070	Finisher, Flatwork, Machine	7.06
15090	Presser, Hand	7.06
15100	Presser, Machine, Drycleaning	7.06
15130	Presser, Machine, Shirts	7.06
15160	Presser, Machine, Wearing Apparel, Laundry	7.06
15190	Sewing Machine Operator	9.74
15220	Tailor	10.35
15250	Washer, Machine	7.69
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	14.72
19040	Tool and Die Maker	15.27
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.50
21020	Material Coordinator	15.22
21030	Material Expediter	15.22
21040	Material Handling Laborer	8.18
21050	Order Filler	10.71
21071	Forklift Operator	12.34
21080	Production Line Worker (Food Processing)	12.21

21100	Shipping/Receiving Clerk	9.89
21130	Shipping Packer	10.42
21140	Store Worker I	10.15
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.55
21210	Tools and Parts Attendant	12.21
21400	Warehouse Specialist	12.21
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	17.02
23040	Aircraft Mechanic Helper	14.01
23050	Aircraft Quality Control Inspector	17.50
23060	Aircraft Servicer	15.22
23070	Aircraft Worker	15.77
23100	Appliance Mechanic	14.72
23120	Bicycle Repairer	12.72
23125	Cable Splicer	19.28
23130	Carpenter, Maintenance	14.93
23140	Carpet Layer	14.21
23160	Electrician, Maintenance	17.42
23181	Electronics Technician, Maintenance I	11.37
23182	Electronics Technician, Maintenance II	19.27
23183	Electronics Technician, Maintenance III	20.03
23260	Fabric Worker	13.71
23290	Fire Alarm System Mechanic	17.53
23310	Fire Extinguisher Repairer	15.15
23340	Fuel Distribution System Mechanic	19.03
23370	General Maintenance Worker	14.21
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.44
23430	Heavy Equipment Mechanic	17.42
23440	Heavy Equipment Operator	13.64
23460	Instrument Mechanic	17.53
23470	Laborer	7.26
23500	Locksmith	14.72
23530	Machinery Maintenance Mechanic	17.53
23550	Machinist, Maintenance	15.24
23580	Maintenance Trades Helper	12.62
23640	Millwright	16.70
23700	Office Appliance Repairer	15.64
23740	Painter, Aircraft	14.72
23760	Painter, Maintenance	14.72
23790	Pipefitter, Maintenance	17.53
23800	Plumber, Maintenance	16.93
23820	Pneudraulic Systems Mechanic	17.53
23850	Rigger	16.24
23870	Scale Mechanic	16.34
23890	Sheet-Metal Worker, Maintenance	17.95
23910	Small Engine Mechanic	14.20
23930	Telecommunication Mechanic I	15.24
23931	Telecommunication Mechanic II	15.77

23950	Telephone Lineman	16.24
23960	Welder, Combination, Maintenance	15.24
23965	Well Driller	17.53
23970	Woodcraft Worker	16.24
23980	Woodworker	14.72
24000	Personal Needs Occupations	
24570	Child Care Attendant	6.88
24580	Child Care Center Clerk	8.59
24600	Chore Aid	6.66
24630	Homemaker	9.13
25000	Plant and System Operation Occupations	
25010	Boiler Tender	17.70
25040	Sewage Plant Operator	15.32
25070	Stationary Engineer	17.70
25190	Ventilation Equipment Tender	12.62
25210	Water Treatment Plant Operator	14.72
27000	Protective Service Occupations	
	Police Officer	16.15
27004	Alarm Monitor	8.20
27006	Corrections Officer	12.03
27010	Court Security Officer	13.78
27040	Detention Officer	12.92
27070	Firefighter	13.49
27101	Guard I	7.81
27102	Guard II	8.74
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	14.69
28020	Hatch Tender	14.64
28030	Line Handler	14.64
28040	Stevedore I	13.25
28050	Stevedore II	14.31
29000	Technical Occupations	
21150	Graphic Artist	16.46
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	16.07
29024	Archeological Technician II	17.96
29025	Archeological Technician III	22.26
29030	Cartographic Technician	19.75
29035	Computer Based Training (CBT) Specialist/ Instructor	18.46
29040	Civil Engineering Technician	17.60
29061	Drafter I	11.32
29062	Drafter II	16.78

29063	Drafter III	20.47
29064	Drafter IV	22.26
29081	Engineering Technician I	14.25
29082	Engineering Technician II	15.99
29083	Engineering Technician III	19.55
29084	Engineering Technician IV	23.78
29085	Engineering Technician V	29.63
29086	Engineering Technician VI	35.53
29090	Environmental Technician	14.30
29100	Flight Simulator/Instructor (Pilot)	21.89
29160	Instructor	17.56
29210	Laboratory Technician	12.63
29240	Mathematical Technician	21.43
29361	Paralegal/Legal Assistant I	14.63
29362	Paralegal/Legal Assistant II	16.51
29363	Paralegal/Legal Assistant III	20.19
29364	Paralegal/Legal Assistant IV	24.44
29390	Photooptics Technician	22.92
29480	Technical Writer	19.23
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	16.12
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	14.52
29622	Weather Observer, Upper Air (3)	14.52
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	10.66
31260	Parking and Lot Attendant	6.91
31290	Shuttle Bus Driver	10.51
31300	Taxi Driver	8.48
31361	Truckdriver, Light Truck	10.15
31362	Truckdriver, Medium Truck	12.19
31363	Truckdriver, Heavy Truck	13.53
31364	Truckdriver, Tractor-Trailer	13.53
99000	Miscellaneous Occupations	
99020	Animal Caretaker	7.97
99030	Cashier	6.80
99041	Carnival Equipment Operator	8.75
99042	Carnival Equipment Repairer	9.16
99043	Carnival Worker	7.16
99050	Desk Clerk	6.58
99095	Embalmer	17.93
99300	Lifeguard	9.33
99310	Mortician	18.23

99350	Park Attendant (Aide)	9.33
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.30
99500	Recreation Specialist	9.13
99510	Recycling Worker	9.81
99610	Sales Clerk	7.43
99620	School Crossing Guard (Crosswalk Attendant)	7.96
99630	Sport Official	6.46
99658	Survey Party Chief (Chief of Party)	10.99
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.33
99660	Surveying Aide	6.80
99690	Swimming Pool Operator	10.42
99720	Vending Machine Attendant	9.24
99730	Vending Machine Repairer	10.41
99740	Vending Machine Repairer Helper	9.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of

hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such

unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-3017
Revision No.: 2
Date of Last Revision: 06/05/2002

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.14
Accounting Clerk II	9.02
Accounting Clerk III	14.26
Accounting Clerk IV	15.96
Court Reporter	14.94
Dispatcher, Motor Vehicle	14.63
Document Preparation Clerk	11.27
Duplicating Machine Operator	11.13
Film/Tape Librarian	13.44
General Clerk I	9.53
General Clerk II	10.71
General Clerk III	13.42
General Clerk IV	15.07
Housing Referral Assistant	17.28
Key Entry Operator I	8.28
Key Entry Operator II	12.18
Messenger (Courier)	8.73
Order Clerk I	8.61
Order Clerk II	10.37
Personnel Assistant (Employment) I	10.98
Personnel Assistant (Employment) II	12.32
Personnel Assistant (Employment) III	15.43
Personnel Assistant (Employment) IV	17.34
Production Control Clerk	16.89
Rental Clerk	14.53
Scheduler, Maintenance	14.06
Secretary I	14.71
Secretary II	15.13
Secretary III	18.49
Secretary IV	19.27
Secretary V	23.00
Service Order Dispatcher	14.06
Stenographer I	11.64

Stenographer II	14.06
Supply Technician	18.78
Survey Worker (Interviewer)	14.94
Switchboard Operator-Receptionist	9.49
Test Examiner	14.94
Test Proctor	14.94
Travel Clerk I	10.59
Travel Clerk II	12.08
Travel Clerk III	12.89
Word Processor I	11.80
Word Processor II	14.22
Word Processor III	15.75

Automatic Data Processing Occupations

Computer Data Librarian	11.34
Computer Operator I	10.66
Computer Operator II	11.94
Computer Operator III	13.30
Computer Operator IV	14.77
Computer Operator V	16.37
Computer Programmer I (1)	14.86
Computer Programmer II (1)	18.39
Computer Programmer III (1)	22.50
Computer Programmer IV (1)	27.23
Computer Systems Analyst I (1)	20.82
Computer Systems Analyst II (1)	25.18
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.64

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.28
Automotive Glass Installer	15.42
Automotive Worker	16.43
Electrician, Automotive	16.97
Mobile Equipment Servicer	15.24
Motor Equipment Metal Mechanic	17.62
Motor Equipment Metal Worker	16.43
Motor Vehicle Mechanic	17.62
Motor Vehicle Mechanic Helper	14.59
Motor Vehicle Upholstery Worker	15.86
Motor Vehicle Wrecker	15.88
Painter, Automotive	17.03
Radiator Repair Specialist	16.43
Tire Repairer	12.55
Transmission Repair Specialist	17.63

Food Preparation and Service Occupations

Baker	10.88
Cook I	9.60

Cook II	10.38
Dishwasher	8.40
Food Service Worker	8.36
Meat Cutter	11.88
Waiter/Waitress	7.65
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.19
Furniture Handler	11.58
Furniture Refinisher	14.72
Furniture Refinisher Helper	12.62
Furniture Repairer, Minor	13.71
Upholsterer	14.72
General Services and Support Occupations	
Cleaner, Vehicles	9.05
Elevator Operator	9.05
Gardener	10.75
House Keeping Aid I	8.43
House Keeping Aid II	9.05
Janitor	9.05
Laborer, Grounds Maintenance	9.67
Maid or Houseman	8.42
Pest Controller	10.42
Refuse Collector	9.05
Tractor Operator	11.07
Window Cleaner	9.68
Health Occupations	
Dental Assistant	13.83
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.82
Medical Assistant	11.23
Medical Laboratory Technician	12.36
Medical Record Clerk	12.36
Medical Record Technician	14.89
Nursing Assistant I	8.30
Nursing Assistant II	8.79
Nursing Assistant III	10.18
Nursing Assistant IV	11.42
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37

Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	18.86
Exhibits Specialist I	14.85
Exhibits Specialist II	18.39
Exhibits Specialist III	22.50
Illustrator I	14.05
Illustrator II	17.41
Illustrator III	21.29
Librarian	21.03
Library Technician	15.03
Photographer I	13.27
Photographer II	14.85
Photographer III	18.39
Photographer IV	22.50
Photographer V	27.20
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.81
Counter Attendant	7.81
Dry Cleaner	9.59
Finisher, Flatwork, Machine	7.81
Presser, Hand	7.81
Presser, Machine, Drycleaning	7.81
Presser, Machine, Shirts	7.81
Presser, Machine, Wearing Apparel, Laundry	7.81
Sewing Machine Operator	10.14
Tailor	12.43
Washer, Machine	9.31
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.62
Tool and Die Maker	19.32
Material Handling and Packing Occupations	
Forklift Operator	13.69
Fuel Distribution System Operator	13.66
Material Coordinator	16.36
Material Expediter	16.36
Material Handling Laborer	10.35
Order Filler	10.71
Production Line Worker (Food Processing)	12.65
Shipping Packer	11.20
Shipping/Receiving Clerk	10.81
Stock Clerk (Shelf Stocker; Store Worker II)	13.62
Store Worker I	11.17
Tools and Parts Attendant	14.54
Warehouse Specialist	14.54

Mechanics and Maintenance and Repair Occupations

	17.53
Aircraft Mechanic	13.95
Aircraft Mechanic Helper	18.49
Aircraft Quality Control Inspector	16.12
Aircraft Servicer	15.71
Aircraft Worker	16.28
Appliance Mechanic	12.72
Bicycle Repairer	17.53
Cable Splicer	16.06
Carpenter, Maintenance	17.11
Carpet Layer	19.28
Electrician, Maintenance	11.63
Electronics Technician, Maintenance I	19.72
Electronics Technician, Maintenance II	20.41
Electronics Technician, Maintenance III	13.71
Fabric Worker	16.76
Fire Alarm System Mechanic	14.49
Fire Extinguisher Repairer	16.76
Fuel Distribution System Mechanic	14.21
General Maintenance Worker	17.11
Heating, Refrigeration and Air Conditioning Mechanic	17.41
Heavy Equipment Mechanic	15.00
Heavy Equipment Operator	17.90
Instrument Mechanic	9.05
Laborer	16.93
Locksmith	19.28
Machinery Maintenance Mechanic	17.36
Machinist, Maintenance	12.62
Maintenance Trades Helper	19.28
Millwright	16.27
Office Appliance Repairer	18.62
Painter, Aircraft	16.19
Painter, Maintenance	19.04
Pipefitter, Maintenance	17.30
Plumber, Maintenance	16.76
Pneudraulic Systems Mechanic	16.65
Rigger	15.63
Scale Mechanic	17.84
Sheet-Metal Worker, Maintenance	14.20
Small Engine Mechanic	18.76
Telecommunication Mechanic I	19.41
Telecommunication Mechanic II	18.98
Telephone Lineman	15.24
Welder, Combination, Maintenance	15.42
Well Driller	16.76
Woodcraft Worker	14.72
Woodworker	

Miscellaneous Occupations

	8.97
Animal Caretaker	8.85
Carnival Equipment Operator	9.26
Carnival Equipment Repairer	7.24
Carnival Worker	6.80
Cashier	8.33
Desk Clerk	18.04
Embalmer	9.33
Lifeguard	19.89
Mortician	9.33
Park Attendant (Aide)	7.43
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.32
Recreation Specialist	10.54
Recycling Worker	7.43
Sales Clerk	9.05
School Crossing Guard (Crosswalk Attendant)	7.43
Sport Official	10.99
Survey Party Chief (Chief of Party)	6.79
Surveying Aide	9.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.50
Swimming Pool Operator	10.20
Vending Machine Attendant	11.50
Vending Machine Repairer	10.20
Vending Machine Repairer Helper	

Personal Needs Occupations

	8.33
Child Care Attendant	10.40
Child Care Center Clerk	8.05
Chore Aid	11.55
Homemaker	

Plant and System Operation Occupations

	19.28
Boiler Tender	17.99
Sewage Plant Operator	19.28
Stationary Engineer	13.88
Ventilation Equipment Tender	17.99
Water Treatment Plant Operator	

Protective Service Occupations

	9.13
Alarm Monitor	16.48
Corrections Officer	18.84
Court Security Officer	18.29
Detention Officer	19.72
Firefighter	8.17
Guard I	9.13
Guard II	20.54
Police Officer	

Stevedoring/Longshoremen Occupations

	14.40
Blocker and Bracer	14.40
Hatch Tender	14.40
Line Handler	12.59
Stevedore I	13.60
Stevedore II	

Technical Occupations

	28.96
Air Traffic Control Specialist, Center (2)	19.97
Air Traffic Control Specialist, Station (2)	21.99
Air Traffic Control Specialist, Terminal (2)	13.48
Archeological Technician I	15.08
Archeological Technician II	18.69
Archeological Technician III	20.24
Cartographic Technician	17.60
Civil Engineering Technician	20.82
Computer Based Training (CBT) Specialist/ Instructor	9.50
Drafter I	14.05
Drafter II	17.18
Drafter III	18.69
Drafter IV	14.51
Engineering Technician I	16.28
Engineering Technician II	19.90
Engineering Technician III	24.64
Engineering Technician IV	30.16
Engineering Technician V	36.17
Engineering Technician VI	15.93
Environmental Technician	24.18
Flight Simulator/Instructor (Pilot)	19.92
Graphic Artist	19.32
Instructor	14.51
Laboratory Technician	23.39
Mathematical Technician	17.04
Paralegal/Legal Assistant I	19.24
Paralegal/Legal Assistant II	23.53
Paralegal/Legal Assistant III	28.47
Paralegal/Legal Assistant IV	21.43
Photooptics Technician	23.99
Technical Writer	18.40
Unexploded (UXO) Safety Escort	18.40
Unexploded (UXO) Sweep Personnel	18.40
Unexploded Ordnance (UXO) Technician I	22.27
Unexploded Ordnance (UXO) Technician II	26.69
Unexploded Ordnance (UXO) Technician III	12.63
Weather Observer, Combined Upper Air and Surface Programs (3)	14.01
Weather Observer, Senior (3)	12.63
Weather Observer, Upper Air	

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.49
Parking and Lot Attendant	7.95
Shuttle Bus Driver	11.19
Taxi Driver	10.30
Truckdriver, Heavy Truck	12.17
Truckdriver, Light Truck	11.19
Truckdriver, Medium Truck	13.49
Truckdriver, Tractor-Trailer	13.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.